

**MINUTES OF THE
COMPENSATION SUB-COMMITTEE OF THE BOARD OF TRUSTEES
OF ATHENS STATE UNIVERSITY
October 4, 2016**

The Compensation Sub-Committee of the Board of Trustees of Athens State University (the "University") met at 10:07 am on Tuesday, October 4, 2016 in the Sandridge Student Center Conference Room, Athens, Alabama. On roll call, the following members of the Compensation Sub-Committee of the Board of Trustees of the University answered present:

Mr. Macke Mauldin (Presiding)
Clint Shelton
Tazewell Shepard
Dr. Sandra Sims-deGraffenried

Members present constituted a quorum to conduct business.

Ms. Cathy Dickens was absent.

Mr. Shane Black, University Legal Counsel, Mr. Mike McCoy, Ms. Jackie Gooch (recording), Mr. Jonathan Craft, Dr. Joe Delap, Dr. Keith Ferguson and Ms. Sarah McAbee were also present.

Dr. Glenn's Salary and Contract for 2016-2017

Final recommendations for the President's Salary and Contract will be confirmed at the Compensation Sub-Committee meeting on October 21, 2016.

President's Bonus Criteria for 2015-2016

Chairman Mauldin explained that the Board provides strategic direction to Dr. Glenn by setting bonus criteria incentives.

Following discussion, on a motion by Dr. Sims-deGraffenried and seconded by Mr. Shepard, the 2015-2016 President's Bonus Criteria was tabled until final Athens State University financial data is received. The 2015-2016 Bonus Criteria will be evaluated and progress confirmed once the final data is received. The 2015-2016 Bonus Criteria award recommendation will be on the agenda for the January 2017 Board of Trustee meeting.

The following facts regarding Dr. Glenn's progress were noted:

- Reserves have increased
- Strong administrative team is in place
- Enrollment has increased
- Financial position is secure
- Net income is solid
- Fundraising is up 79%
- Unique donors are up 100%

The Compensation Sub-Committee discussed potential President's Bonus Criteria for 2016-2017 to include but not limited to:

- Develop a tuition plan for the University
- Maintain current retention rate of 76% (+/- 2%)
- Increase outreach in the communities across North Alabama

The 2016-2017 President's Bonus Criteria will be confirmed at the Compensation Sub-Committee meeting on October 21, 2016.

Approved October 21, 2016

On a motion by Dr. Sims-deGraffenried and seconded by Mr. Shelton, Macke Mauldin adjourned the meeting at 11:20 am.